SUCCESS MAPPING:
EARLY STAGES

DR. MARINA ARTUSO, PHYSICS
MS. SHARON ALESTALO, WiSE
TODAY’S DISCUSSION

Abstract

Technical and academic knowledge and skills are not the only factors necessary for a satisfying and productive career. Your ability to navigate other paths that contribute to your success can make all the difference.

In this session, we will look broadly at the four key factors that impact your career and personal success. We will also examine several key concepts and best practices in more detail.
OBJECTIVES

✔ Understand the four parallel avenues
✔ Thinking holistically about your career preparation
✔ Learn about who needs to know what to be able to assist you in your career path
✔ Learn a framework for self-evaluation
✔ Become familiar with the importance of Success Factors
✔ Understand the characteristics and impact of developmental networks.
✔ Gain knowledge about campus resources
FOUR AVENUES CONTRIBUTING TO SUCCESS

Subject & Technical Knowledge
Professional Development
Creating Your Own Good Luck
Thriving Personally - Resilience

Success
FOUR PATHS TO MAP

- The Hoops and Rules
- Subject Expertise
- Research/Teaching
- Scholarship

- Values, Interests and Goals
- Balance by Design
- Relationships
- Stress and Resiliency

- Self-Awareness
- Success Factors
- Networks & Mentoring
- Communication

Subject & Technical Knowledge
Professional Development

Success
Creating Your Own Good Luck
Thriving Personally - Resilience
Organization
- Planning
- Documenting, Portfolio
- Communicating About Yourself

Creating Your Own Good Luck
Subject & Technical Knowledge
Professional Development

Success
Creating Your Own Good Luck
Thriving Personally - Resilience
THE HOOPS AND RULES

Strive for High Efficiency and Effectiveness

What Are Your Most Important Spheres of Information?

- Best Practices
  - Early determination of formal requirements & tacit understandings. The hidden rules.
  - Thorough understanding of degree requirements for course work, exams and dissertation.
  - Create timelines (short, long & optimal)
  - Required work effort and time expectations
Subject & Technical Knowledge

Identify Early the Functional Accomplishments that Signal Mastery

- Understand what you need to know to be the best in your chosen field at each stage. Who needs to know what you have accomplished?
- Set Goals
- Take advantage of opportunities that enhance your education & research experience in multiple areas.
- Hone skills needed to publish and present early in your program to improve your efficiency and quality.
  - Take advantage of campus resources to do so. (HO)
PROFESSIONAL DEVELOPMENT

Self Awareness

✔ Career and Personal Strengths
  • Understand
  • Develop
  • Communicate

✔ Career and Personal Development
  • Understand
  • Improve, Change, Figure out “work arounds”
  • Communicate
PROFESSIONAL DEVELOPMENT

Success Factors

- Skill sets, knowledge and abilities required to work effectively in an organization.
- “engineering Ph.D.s who are working in academia and industry have numerous suggestions … to prepare them for diverse careers. Many of these suggestions do not relate to the traditional expectation of students to produce a dissertation and conduct quality research……emphasis is on professional skill development and engagement in activities outside of a classroom environment…” (Cox, et al. 2012)
PROFESSIONAL DEVELOPMENT

Based on Your Doctoral Training what professional skills have you learned that translate to many environments?

Future Work Skills 2020, Apollo Research Institute

- Sense-making
- Social Intelligence
- Novel and Adaptive Thinking
- Cross-Cultural Competency
- Computational Thinking
- New Media Literacy
- Transdisciplinarity
- Design Mindset
- Cognitive Load Management
- Virtual Collaboration
**PROFESSIONAL DEVELOPMENT**

Developmental Networks and Mentoring

- Developmental Networks are a collection of people from different spheres of your life and different levels of your organization who take an *active interest in and action* toward advancing your career.

- Close and loose ties
- Diverse perspectives

(Dobrow, et al. 2012)
DEVELOPMENTAL NETWORKS

Characteristics

- Take an active interest in and act to advance your career.
- Multiple developers (4-5)
- Inclusion of a broad range of social spheres (inside and outside the organization, different hierarchical levels and from domains beyond work.)
- Provide varying amounts and types of developmental support.

(Dobrow, et al. 2012)
DEVELOPMENT NETWORKS

Application
- Promotion and career advancement
- Professional identity
- Bridging to future trends
- Managing work-life balance
- Tacit information gathering

Benefits
- Increased job satisfaction and persistence
- Access to formal information and tacit knowledge

Could you build your dissertation committee in this way?

(Dobrow, et al. 2012)
RESOURCES

Practice Efficient and Effective Social and Scholarly Communication

- Oral
  - Formal Presentation
  - Social
  - Assertive/Persuasive

- Written
  - Scholarly
  - Grants
  - Personal

- Visual
REFERENCES


